

## GOVERNMENT HEALTH AND SAFETY LEAD

# DIRECTOR'S UPDATE

From Lance Goodall - Director GHSL

## CHANGE OF DATES FOR EARLY IN CAREERS (EiC) COURSE

Given the low registration numbers for the EiC, we agreed with IMPAC+ to delay the start to 22 May, instead of cancelling it at this point. This will provide us with additional time to meet the minimum 15 attendee numbers for the course. The programme is tailored for Health and Safety (H&S) coordinators, new H&S Advisors, practitioners seeking a refresher and H&S Representatives aiming to enhance their expertise and matches the H&S Generalist Pathway competencies. HR professionals collaborating with H&S teams will also gain valuable insights into what defines a 'good HS advisor' and will acquire foundational knowledge of the four key principles of H&S legislation.

The cost is \$1,165 +GST per participant, which includes 16 hours of engaging learning spread across four modules, allowing for collaboration and connection while achieving a level 3 NZQA qualification.

## ENTER YOUR H&S REP NOMINATION NOW

Entries are still open for the GHSL H&S Representative of the year – if you have an outstanding H&S Rep or team of H&S Reps doing work that goes above and beyond, please nominate them for a chance to win at this year's GHSL H&S Reps Conference and Awards Event. Information and nominations forms can be found [here](#), and if you have any questions please email [nita.mcghie-filkins@mpi.govt.nz](mailto:nita.mcghie-filkins@mpi.govt.nz)



## OFFICER DEVELOPMENT PROGRAMME

Course 14 is quickly filling with just over half the spaces filled. If you or someone in your agency has officer duties under HSWA, make sure you understand what those are. This course is being run in August and September 2025 – more information is available [here](#), or to register for this programme please email [anita.mcghie-filkins@mpi.govt.nz](mailto:anita.mcghie-filkins@mpi.govt.nz)



# CALL FOR H&S STORIES - KEEPING OUR PEOPLE SAFE 2025

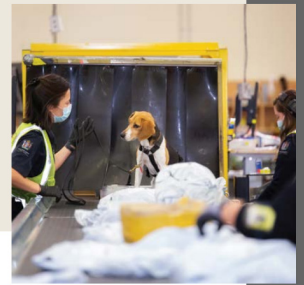
A huge thank you to everyone who has already submitted their stories or has committed to sharing one for this year's Keeping Our People Safe 2025 publication.

This year's publication is looking great and your insights and experiences help highlight the real impact of health, safety and wellbeing across the public sector. Braden is now starting to pull everything together and we're making a final call for stories by 15 April.

If you have a great example to share but haven't had a chance to send it through yet, there's still time – contact Braden at [braden.lister@mpi.govt.nz](mailto:braden.lister@mpi.govt.nz)

## Keeping Our People Safe

SHARING STORIES FROM ACROSS THE PUBLIC SECTOR  
2023 / 24



Government  
Health & Safety Lead

## Exploring Safety I & Safety II: Insights from an Expert Panel

Following the recent Gibson case (the former CEO of Ports of Auckland), the importance of understanding “Work-as-Done” has once again been highlighted. One approach for this is embracing the concept of Safety II - shifting the focus from what goes wrong to how work is successfully carried out in complex environments. But how does Safety II compare to Safety I?

Beyond Recruitment is hosting a panel discussion at midday on Wednesday 9 April, featuring key experts in the field:

- AJ Young – Director of Safety, NZ Defence Force
- Braden Lister – Principal Advisor, Government Health & Safety Lead NZ
- Moni Hogg – Safety Differently Specialist
- Kirsty Clark – Manager, HR & Executive Search, Beyond Recruitment

The panel will explore the evolving field of safety management and examine the principles of both Safety I and Safety II, providing valuable insights for those navigating the changing landscape of health and safety. You can register by e-mailing [sandy.eaton@beyond.co.nz](mailto:sandy.eaton@beyond.co.nz)

# Beyond Recruitment

## ALTERNATE CE'S - CATASTROPHIC EVENT WORKSHOP

Just FYI – The Alternate CEs, based largely in Auckland, are having a workshop on 8th April, on business continuity and their role in the event of a catastrophic event in the Wellington Region. I will be presenting a short session focussed on managing their own wellbeing in the first 48 hours and setting themselves up for success in the longer term.

# EVALUATION RESULTS FROM THE INTERN PROGRAMME

We always request our host managers and interns to assess and share their insights regarding the intern programme. The feedback from the evaluation of the 2024/25 Summer Intern programme is in and it has proven to be another outstanding success.

The top three results from the interns were:

- 100% agreed that their understanding of the importance of H&S has changed since completing their internship
- 100% agreed that the internship met their expectations with 58% stating it exceeded their expectations
- Having a supportive manager and team was the highest ranked question when asked what they found the most important aspect during their internship. One of the most common statements supporting this ranking was 'my host agency gave me practical experience of applying HS&W practices at an organisational and systems level to set me up for success'.

And the Manager's top three results were:

- 100% agreed they were satisfied with the recruitment and co-ordination of the intern programme
- 100% agreed they were very satisfied with the quality of work completed by their intern.
- 100% agreed it had met all four key programme objectives

We would like to thank all our agencies over the last eight years for supporting this important initiative to attract top talent into the public sector H&S roles. Given budgets are still being set, please consider adding the cost of an intern (\$16,000, covering three months' salary @27.80ph) to your next financial years' budget

If you need more information on the Summer Intern programme, please contact Debbie Bridge on [deborah.bridge@mpi.govt.nz](mailto:deborah.bridge@mpi.govt.nz), and thank you to those agencies who leads this programme.

## NZISM MEMBERSHIP



Annual renewal of NZISM Membership is due. Fees have increased to \$320 this year and remains excellent value, providing networking opportunities and forums, mentorship and peer support, professional accreditation and career pathways, webinars and online resources.

A discount is available for agencies that bulk fund membership, with a 10% discount for 10 or more members, increasing to a 20% discount for 20 or more members.

This year's activities will include insights and information on new and emerging risks with topics such as engineered stone, critical risk, due diligence. The national roadshow featuring Dr Drew Rae unpacking future H&S challenges such as climate change, the changing nature of work and AI. And of course strong and continued advocacy for the H&S profession.

## CHANGES TO SAFEPLUS ONLINE ASSESSMENT TOOL

From 1 April 2025 WorkSafe is making changes to the SafePlus self-assessment tool.

While there is no change to the onsite assessments run by SafePlus Assessors, we know that some businesses use the free online self-assessment tool to identify areas for improvement before an onsite assessment.

From April, this online survey tool is being replaced with downloadable questions in multiple languages and a results calculator that can be used much more flexibly as a paper-based survey or internal survey tools. This means all data will remain with the business itself.

If you have any questions or need assistance, please do not hesitate to contact the support team at [GuidanceandEducationDevelopment@worksafe.govt.nz](mailto:GuidanceandEducationDevelopment@worksafe.govt.nz)

# VICTORIA UNIVERSITY - WELLBEING AT WORK HUB

Victoria University, in partnership with key stakeholders and led by Joanne Crawford (Worksafe Chair in H&S at the School of Health), has developed the [Wellbeing at Work Hub](#) as an open source repository. Initial articles are focused on fatigue while driving, preventing bullying and harassment and several other areas of identified interest.

## HAVE YOUR SAY - TE TAKENGA MAI

Te Rōpū Marutau o Aotearoa (TRMA) has embarked on the development of a partnering programme - Te Takenga Mai - with ACC and other critical stakeholders to uplift Maori, Pacific and migrant workers outcomes. This initiative is grounded in the principle of kotahitanga to collectively address the disparities faced by Maori, Pasifika and other minority ethnic workers.

TRMA is now seeking feedback and insights from leaders, workers and organisations across Aotearoa.

Now is the time to have your say.

Click [here](#) to complete their VideoAsk feedback form.



**Te Rōpū Marutau o Aotearoa**  
Māori Health and Safety Association

# HAVE YOUR SAY

TRMA are seeking feedback and insights from leaders, workers and organisations across Aotearoa. Now is the time **TO HAVE YOUR SAY** on how to better protect our Māori, Pasifika and migrant workers.



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# UMBRELLA WELLBEING SURVEY

Umbrella Wellbeing has released the [2025 Wellbeing Report](#) leveraging the insights of New Zealand workplaces and workers using Umbrella's Wellbeing assessment. This year's report explores the relationship between presenteeism and organisational performance and is full of insights on how to develop mentally healthy workplaces.

## OUR 52 MEMBER AGENCIES

